

## Minimumlonen per Paritair (Sub)Comité

### Paritair Comité 3320010: instellingen gesubsidieerd door de franse gemeenschap

Inwerkingtreding 01/03/2020 (Laatst bewerkt 04/11/2020)

Herwaarderingen van de loonschalen van Diensten voor gezondheidspromotie op school (PSE) .  
In geval van indexatie in toepassing van de sectorale CAO's worden zowel de minimumlonen als de reële lonen geïndexeerd.

Voor onderhavig loonbarema zijn er nooit jongerenlonen geweest. Anderzijds is het barema beperkt tot de werknemers boven de vermelde aanvangsleeftijd. Gelet op haar suppletieve aard is de NAR-CAO 50 van toepassing.

**Deze sub-sector is geen officieel Paritair Subcomité (PSC). De onderstaande loongegevens zijn evenwel opgenomen in de sectorale CAO's van het officiële Paritair Comité (PC 332).**

### 1. SECTOR: Milieux d'Accueil d'Enfants (MAE)

**1.1. : Gegradueerde verpleegkundige(n) - Sociaal assistent(e)(n) en andere gegradueerden die verantwoordelijk zijn voor een groep**

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2510.74               |
| 1                   | 2572.26               |
| 2                   | 2594.02               |
| 3                   | 2715.74               |
| 4                   | 2715.74               |
| 5                   | 2796.67               |
| 6                   | 2796.67               |
| 7                   | 3077.16               |
| 8                   | 3077.16               |
| 9                   | 3159.29               |
| 10                  | 3207.66               |
| 11                  | 3285.97               |
| 12                  | 3285.97               |
| 13                  | 3364.26               |
| 14                  | 3364.26               |
| 15                  | 3455.51               |
| 16                  | 3712.28               |
| 17                  | 3790.58               |
| 18                  | 3791.77               |
| 19                  | 3872.54               |
| 20                  | 3916.06               |

|    |         |
|----|---------|
| 21 | 3953.30 |
| 22 | 3953.30 |
| 23 | 4034.06 |
| 24 | 4034.06 |
| 25 | 4114.82 |
| 26 | 4114.82 |
| 27 | 4195.59 |
| 28 | 4195.59 |
| 29 | 4240.54 |

## 1.2. : Kinderverzorg(st)er(s) en gekwalificeerd opvangpersoneel

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2082.87               |
| 1                   | 2214.98               |
| 2                   | 2235.10               |
| 3                   | 2255.23               |
| 4                   | 2275.35               |
| 5                   | 2295.48               |
| 6                   | 2315.61               |
| 7                   | 2335.74               |
| 8                   | 2355.87               |
| 9                   | 2375.99               |
| 10                  | 2454.97               |
| 11                  | 2479.10               |
| 12                  | 2503.25               |
| 13                  | 2527.39               |
| 14                  | 2551.54               |
| 15                  | 2575.68               |
| 16                  | 2599.82               |
| 17                  | 2623.96               |
| 18                  | 2648.10               |
| 19                  | 2672.25               |
| 20                  | 2696.39               |
| 21                  | 2720.53               |
| 22                  | 2744.67               |
| 23                  | 2768.82               |
| 24                  | 2791.97               |
| 25                  | 2818.01               |
| 26                  | 2842.64               |
| 27                  | 2867.26               |
| 28                  | 2891.89               |
| 29                  | 2916.51               |

## 1.3. : Gebrevetteerde verpleegkundige(n)

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |

|    |         |
|----|---------|
| 0  | 2190.36 |
| 1  | 2356.72 |
| 2  | 2356.72 |
| 3  | 2395.11 |
| 4  | 2395.11 |
| 5  | 2446.30 |
| 6  | 2446.30 |
| 7  | 2777.00 |
| 8  | 2777.00 |
| 9  | 2855.30 |
| 10 | 2907.50 |
| 11 | 2985.80 |
| 12 | 2985.80 |
| 13 | 3064.10 |
| 14 | 3064.10 |
| 15 | 3142.40 |
| 16 | 3142.40 |
| 17 | 3220.70 |
| 18 | 3220.70 |
| 19 | 3299.01 |
| 20 | 3299.01 |
| 21 | 3377.31 |
| 22 | 3377.31 |
| 23 | 3455.61 |
| 24 | 3455.61 |
| 25 | 3533.91 |
| 26 | 3533.91 |
| 27 | 3612.21 |
| 28 | 3612.21 |
| 29 | 3612.21 |
| 30 | 3612.21 |
| 31 | 3636.97 |

#### 1.4. : Administratief personeel - niveau opsteller(ster)

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 1947.43               |
| 1                   | 2108.53               |
| 2                   | 2129.70               |
| 3                   | 2147.96               |
| 4                   | 2166.22               |
| 5                   | 2184.49               |
| 6                   | 2228.64               |
| 7                   | 2272.79               |
| 8                   | 2316.94               |
| 9                   | 2361.08               |
| 10                  | 2455.70               |

|    |         |
|----|---------|
| 11 | 2499.85 |
| 12 | 2544.00 |
| 13 | 2588.15 |
| 14 | 2632.29 |
| 15 | 2676.44 |
| 16 | 2720.59 |
| 17 | 2765.37 |
| 18 | 2810.39 |
| 19 | 2855.38 |
| 20 | 2900.43 |
| 21 | 2945.44 |
| 22 | 2990.46 |
| 23 | 3035.49 |
| 24 | 3080.50 |
| 25 | 3125.52 |
| 26 | 3170.54 |
| 27 | 3215.56 |
| 28 | 3260.58 |
| 29 | 3305.60 |

#### 1.5. : Intendancepersoneel - Ongeschoolde arbeider

| Dienst ancienniteit | Loon                  |                     |
|---------------------|-----------------------|---------------------|
|                     | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 0                   | 1771.1500             | 10.7560             |
| 1                   | 1894.3600             | 11.5042             |
| 2                   | 1904.3200             | 11.5647             |
| 3                   | 1914.2700             | 11.6251             |
| 4                   | 1924.2200             | 11.6855             |
| 5                   | 1934.1700             | 11.7460             |
| 6                   | 1944.1100             | 11.8064             |
| 7                   | 1954.0600             | 11.8668             |
| 8                   | 1964.0100             | 11.9272             |
| 9                   | 1973.9700             | 11.9877             |
| 10                  | 2035.2400             | 12.3597             |
| 11                  | 2055.1300             | 12.4806             |
| 12                  | 2055.1300             | 12.4806             |
| 13                  | 2065.0900             | 12.5410             |
| 14                  | 2075.0400             | 12.6014             |
| 15                  | 2084.9900             | 12.6619             |
| 16                  | 2094.9400             | 12.7223             |
| 17                  | 2104.8900             | 12.7827             |
| 18                  | 2114.8400             | 12.8432             |
| 19                  | 2124.7900             | 12.9036             |
| 20                  | 2134.7400             | 12.9640             |
| 21                  | 2144.6900             | 13.0245             |
| 22                  | 2154.6400             | 13.0849             |
| 23                  | 2164.6000             | 13.1453             |

|    |           |         |
|----|-----------|---------|
| 24 | 2174.5500 | 13.2057 |
| 25 | 2184.5000 | 13.2662 |
| 26 | 2194.4500 | 13.3266 |
| 27 | 2204.4000 | 13.3870 |

#### 1.6. : Intendancepersoneel - Halfgeschoolde arbeider

| Dienst ancienniteit | Loon                  |                     |
|---------------------|-----------------------|---------------------|
|                     | Geïndexeerd maandloon | Geïndexeerd uurloon |
| 0                   | 1794.1800             | 10.8958             |
| 1                   | 1928.1800             | 11.7096             |
| 2                   | 1946.5800             | 11.8214             |
| 3                   | 1964.9900             | 11.9331             |
| 4                   | 1983.5300             | 12.0458             |
| 5                   | 2001.8000             | 12.1567             |
| 6                   | 2020.2100             | 12.2685             |
| 7                   | 2038.6100             | 12.3802             |
| 8                   | 2057.0200             | 12.4920             |
| 9                   | 2075.4200             | 12.6038             |
| 10                  | 2145.5800             | 13.0298             |
| 11                  | 2167.9600             | 13.1657             |
| 12                  | 2190.3300             | 13.3016             |
| 13                  | 2212.7100             | 13.4375             |
| 14                  | 2235.0800             | 13.5734             |
| 15                  | 2257.4600             | 13.7092             |
| 16                  | 2279.8300             | 13.8451             |
| 17                  | 2302.2100             | 13.9810             |
| 18                  | 2324.5800             | 14.1169             |
| 19                  | 2346.9600             | 14.2528             |
| 20                  | 2369.3300             | 14.3887             |
| 21                  | 2391.7100             | 14.5246             |
| 22                  | 2414.0800             | 14.6604             |
| 23                  | 2436.4600             | 14.7963             |
| 24                  | 2458.8300             | 14.9322             |
| 25                  | 2481.2100             | 15.0681             |
| 26                  | 2503.5800             | 15.2040             |
| 27                  | 2525.9600             | 15.3399             |
| 28                  | 2548.3400             | 15.4757             |
| 29                  | 2570.7100             | 15.6116             |

#### 1.7. : Andere gegardueerde(n) niet verantwoordelijk voor een groep

| Dienst ancienniteit | Loon                  |
|---------------------|-----------------------|
|                     | Geïndexeerd maandloon |
| 0                   | 2510.74               |
| 1                   | 2572.26               |
| 2                   | 2594.02               |
| 3                   | 2715.74               |

|    |         |
|----|---------|
| 4  | 2715.74 |
| 5  | 2796.67 |
| 6  | 2796.67 |
| 7  | 3033.38 |
| 8  | 3033.38 |
| 9  | 3123.71 |
| 10 | 3224.45 |
| 11 | 3239.21 |
| 12 | 3239.21 |
| 13 | 3316.40 |
| 14 | 3316.40 |
| 15 | 3436.99 |
| 16 | 3659.46 |
| 17 | 3736.65 |
| 18 | 3736.65 |
| 19 | 3813.84 |
| 20 | 3813.84 |
| 21 | 3891.03 |
| 22 | 3891.03 |
| 23 | 3968.21 |
| 24 | 3968.21 |
| 25 | 4045.40 |
| 26 | 4045.40 |
| 27 | 4122.59 |
| 28 | 4122.59 |
| 29 | 4122.59 |

## **2. SECTOR: Diensten voor gezondheidspromotie op school (PSE)**

### **2.1. : Werknemers die hoofdzakelijk handenarbeid uitoefenen**

#### **2.1.1. : Onderhoudspersoneel**

##### **2.1.1.1. : Ongeschoold arbeider (m/v)**

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |                     |
|--------------|---------------------------|---------------------|
|              | Geïndexeerd maandloon     | Geïndexeerd uurloon |
| 0 jaar       | 1807.8100                 | 10.9786             |
| 1            | 1935.6500                 | 11.7549             |
| 2            | 1945.8200                 | 11.8167             |
| 3            | 1955.9800                 | 11.8784             |
| 4            | 1966.1500                 | 11.9402             |
| 5            | 1976.3200                 | 12.0019             |
| 6            | 1986.4800                 | 12.0636             |
| 7            | 1996.6500                 | 12.1254             |
| 8            | 2006.8200                 | 12.1871             |
| 9            | 2071.9000                 | 12.5824             |
| 10           | 2084.1600                 | 12.6568             |
| 11           | 2099.9200                 | 12.7526             |
| 12           | 2099.9200                 | 12.7526             |

|    |           |         |
|----|-----------|---------|
| 13 | 2110.0900 | 12.8143 |
| 14 | 2120.2600 | 12.8761 |
| 15 | 2217.9300 | 13.4692 |
| 16 | 2217.9300 | 13.4692 |
| 17 | 2226.6500 | 13.5221 |
| 18 | 2226.6500 | 13.5221 |
| 19 | 2235.3700 | 13.5751 |
| 20 | 2235.3700 | 13.5751 |
| 21 | 2244.0900 | 13.6280 |
| 22 | 2244.0900 | 13.6280 |
| 23 | 2252.8000 | 13.6810 |
| 24 | 2252.8000 | 13.6810 |
| 25 | 2261.5200 | 13.7340 |
| 26 | 2261.5200 | 13.7340 |
| 27 | 2270.2400 | 13.7869 |
| 28 | 2270.2400 | 13.7869 |
| 29 | 2395.1900 | 14.5457 |

## **2.2. : Werknemers die hoofdzakelijk intellectuele arbeid uitoefenen**

### **2.2.1. : Administratief personeel**

#### **2.2.1.1. : Klerk (m/v)**

Houder van een einddiploma of van een attest van studies van het lager secundair onderwijs (algemene of technische opleiding).

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1956.78                   |
| 1            | 2111.46                   |
| 2            | 2131.80                   |
| 3            | 2152.13                   |
| 4            | 2172.46                   |
| 5            | 2192.79                   |
| 6            | 2213.12                   |
| 7            | 2233.45                   |
| 8            | 2253.78                   |
| 9            | 2274.12                   |
| 10           | 2353.88                   |
| 11           | 2378.26                   |
| 12           | 2402.65                   |
| 13           | 2427.04                   |
| 14           | 2451.43                   |
| 15           | 2475.82                   |
| 16           | 2500.20                   |
| 17           | 2524.59                   |
| 18           | 2548.98                   |
| 19           | 2573.37                   |
| 20           | 2597.75                   |
| 21           | 2622.15                   |

|    |         |
|----|---------|
| 22 | 2646.53 |
| 23 | 2670.92 |
| 24 | 2695.31 |
| 25 | 2719.70 |
| 26 | 2744.08 |
| 27 | 2768.47 |
| 28 | 2792.86 |
| 29 | 2817.59 |

### 2.2.1.2. : Opsteller (m/v)

Houder van een einddiploma van het hoger secundair onderwijs (algemene of technische opleiding) of opleidingen en ervaring aantonen die gelijkwaardig worden geacht.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 1995.62                   |
| 1            | 2163.67                   |
| 2            | 2182.39                   |
| 3            | 2201.10                   |
| 4            | 2219.82                   |
| 5            | 2238.54                   |
| 6            | 2283.78                   |
| 7            | 2329.02                   |
| 8            | 2374.26                   |
| 9            | 2419.50                   |
| 10           | 2516.46                   |
| 11           | 2561.70                   |
| 12           | 2606.95                   |
| 13           | 2652.19                   |
| 14           | 2697.42                   |
| 15           | 2742.66                   |
| 16           | 2787.91                   |
| 17           | 2833.79                   |
| 18           | 2879.92                   |
| 19           | 2926.02                   |
| 20           | 2972.19                   |
| 21           | 3018.32                   |
| 22           | 3064.45                   |
| 23           | 3110.59                   |
| 24           | 3156.72                   |
| 25           | 3202.86                   |
| 26           | 3248.99                   |
| 27           | 3295.13                   |
| 28           | 3341.25                   |
| 29           | 3387.39                   |

### 2.2.1.3. : Graduaat boekhouding of ander graduaat in administratieve richting (m/v)

Houder van een diploma niet-universitair hoger onderwijs - van het korte type of opleidingen en ervaring aantonen die gelijkwaardig worden geacht.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2397.89                   |
| 1            | 2572.43                   |
| 2            | 2572.43                   |
| 3            | 2649.99                   |
| 4            | 2649.99                   |
| 5            | 2727.55                   |
| 6            | 2727.55                   |
| 7            | 3108.43                   |
| 8            | 3108.43                   |
| 9            | 3187.53                   |
| 10           | 3240.26                   |
| 11           | 3319.36                   |
| 12           | 3319.36                   |
| 13           | 3398.46                   |
| 14           | 3398.46                   |
| 15           | 3477.55                   |
| 16           | 3750.01                   |
| 17           | 3829.10                   |
| 18           | 3829.10                   |
| 19           | 3908.20                   |
| 20           | 3908.20                   |
| 21           | 3987.30                   |
| 22           | 3987.30                   |
| 23           | 4066.40                   |
| 24           | 4066.40                   |
| 25           | 4145.50                   |
| 26           | 4145.50                   |
| 27           | 4224.59                   |
| 28           | 4224.59                   |
| 29           | 4224.59                   |

## **2.2.2. : Paramedisch (en sociaal) personeel**

### **2.2.2.1. : Gebrevetteerd verpleger A2 (m/v)**

Houder van een brevet van verpleegkundige.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2212.61                   |
| 1            | 2380.67                   |
| 2            | 2380.67                   |
| 3            | 2419.45                   |
| 4            | 2419.45                   |
| 5            | 2471.16                   |
| 6            | 2471.16                   |
| 7            | 2805.22                   |

|    |         |
|----|---------|
| 8  | 2805.22 |
| 9  | 2884.32 |
| 10 | 2937.05 |
| 11 | 3016.14 |
| 12 | 3016.14 |
| 13 | 3095.24 |
| 14 | 3095.24 |
| 15 | 3174.34 |
| 16 | 3174.34 |
| 17 | 3253.43 |
| 18 | 3253.43 |
| 19 | 3332.53 |
| 20 | 3332.53 |
| 21 | 3411.63 |
| 22 | 3411.63 |
| 23 | 3490.73 |
| 24 | 3490.73 |
| 25 | 3569.82 |
| 26 | 3569.82 |
| 27 | 3648.92 |
| 28 | 3648.92 |
| 29 | 3648.92 |

#### 2.2.2.2. : Sociaal assistent (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2397.89                   |
| 1            | 2572.43                   |
| 2            | 2572.43                   |
| 3            | 2649.99                   |
| 4            | 2649.99                   |
| 5            | 2727.55                   |
| 6            | 2727.55                   |
| 7            | 3108.43                   |
| 8            | 3108.43                   |
| 9            | 3187.53                   |
| 10           | 3240.26                   |
| 11           | 3319.36                   |
| 12           | 3319.36                   |
| 13           | 3398.46                   |
| 14           | 3398.46                   |
| 15           | 3477.55                   |
| 16           | 3750.01                   |
| 17           | 3829.10                   |
| 18           | 3829.10                   |

|    |         |
|----|---------|
| 19 | 3908.20 |
| 20 | 3908.20 |
| 21 | 3987.30 |
| 22 | 3987.30 |
| 23 | 4066.40 |
| 24 | 4066.40 |
| 25 | 4145.50 |
| 26 | 4145.50 |
| 27 | 4224.59 |
| 28 | 4224.59 |
| 29 | 4224.59 |

### 2.2.2.3. : Graduaat verpleegkunde (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2397.89                   |
| 1            | 2572.43                   |
| 2            | 2572.43                   |
| 3            | 2649.99                   |
| 4            | 2649.99                   |
| 5            | 2727.55                   |
| 6            | 2727.55                   |
| 7            | 3108.43                   |
| 8            | 3108.43                   |
| 9            | 3187.53                   |
| 10           | 3240.26                   |
| 11           | 3319.36                   |
| 12           | 3319.36                   |
| 13           | 3398.46                   |
| 14           | 3398.46                   |
| 15           | 3477.55                   |
| 16           | 3750.01                   |
| 17           | 3829.10                   |
| 18           | 3829.10                   |
| 19           | 3908.20                   |
| 20           | 3908.20                   |
| 21           | 3987.30                   |
| 22           | 3987.30                   |
| 23           | 4066.40                   |
| 24           | 4066.40                   |
| 25           | 4145.50                   |
| 26           | 4145.50                   |
| 27           | 4224.59                   |
| 28           | 4224.59                   |
| 29           | 4224.59                   |

### 2.2.2.4. : Graduaat verpleegkunde met specialisatie gekoppeld aan de functie (specialisatie in pediatrie, in gemeenschapsgezondheid, sociaal verpleegkundige, ...) (m/v)

Houder van een diploma dat overeenstemt met het niet-universitair hoger onderwijs van het korte type.

| ANCIENNITEIT | LOONSCHAAL VAN TOEPASSING |
|--------------|---------------------------|
|              | Geïndexeerd maandloon     |
| 0 jaar       | 2572.43                   |
| 1            | 2649.99                   |
| 2            | 2649.99                   |
| 3            | 2727.55                   |
| 4            | 2727.55                   |
| 5            | 3108.43                   |
| 6            | 3108.43                   |
| 7            | 3187.53                   |
| 8            | 3240.26                   |
| 9            | 3319.36                   |
| 10           | 3319.36                   |
| 11           | 3398.46                   |
| 12           | 3398.46                   |
| 13           | 3477.55                   |
| 14           | 3750.01                   |
| 15           | 3829.10                   |
| 16           | 3829.10                   |
| 17           | 3908.20                   |
| 18           | 3908.20                   |
| 19           | 3987.30                   |
| 20           | 3987.30                   |
| 21           | 4066.40                   |
| 22           | 4066.40                   |
| 23           | 4145.50                   |
| 24           | 4145.50                   |
| 25           | 4224.59                   |
| 26           | 4224.59                   |
| 27           | 4224.59                   |
| 28           | 4224.59                   |
| 29           | 4224.59                   |

## 3. SECTOR: Services SOS Enfants (SOS)

### 3.1. : Minimummaandloonschalen

| Ancienniteit | Soort werknemer      |               |                     |              |              |
|--------------|----------------------|---------------|---------------------|--------------|--------------|
|              | Juristen/psychologen | Secretarissen | Sociaal assistenten | Huisdokter s | Specialisten |
| 0            | 3232.52              | 2137.20       | 2400.30             | 3958.34      | 5225.22      |
| 1            | 3390.90              | 2305.42       | 2575.02             | 4050.71      | 5225.22      |
| 2            | 3390.90              | 2305.42       | 2575.02             | 4050.71      | 5423.17      |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 3  | 3532.77 | 2344.24 | 2652.66 | 4212.37 | 5423.17 |
| 4  | 3532.77 | 2344.24 | 2652.66 | 4212.37 | 5621.13 |
| 5  | 3674.63 | 2396.01 | 2730.30 | 4374.03 | 5621.13 |
| 6  | 3674.63 | 2396.01 | 2730.30 | 4374.03 | 5819.08 |
| 7  | 3816.50 | 2499.53 | 3111.56 | 4535.69 | 5819.08 |
| 8  | 3816.50 | 2499.53 | 3111.56 | 4535.69 | 6017.03 |
| 9  | 3958.36 | 2603.05 | 3190.74 | 4697.35 | 6017.03 |
| 10 | 4011.15 | 2654.81 | 3243.52 | 4697.35 | 6214.98 |
| 11 | 4153.02 | 2745.39 | 3322.70 | 4859.01 | 6214.98 |
| 12 | 4153.02 | 2745.39 | 3322.70 | 4859.01 | 6412.94 |
| 13 | 4294.88 | 2836.63 | 3401.87 | 5020.67 | 6412.94 |
| 14 | 4294.88 | 2836.63 | 3401.87 | 5020.67 | 6610.89 |
| 15 | 4436.75 | 2929.01 | 3481.05 | 5182.33 | 6610.89 |
| 16 | 4436.75 | 2929.01 | 3753.78 | 5182.33 | 6808.84 |
| 17 | 4578.61 | 3021.39 | 3832.96 | 5343.99 | 6808.84 |
| 18 | 4578.61 | 3021.39 | 3832.96 | 5343.99 | 7006.80 |
| 19 | 4720.48 | 3113.77 | 3912.13 | 5505.64 | 7006.80 |
| 20 | 4720.48 | 3113.77 | 3912.13 | 5505.64 | 7204.75 |
| 21 | 4862.35 | 3206.14 | 3991.31 | 5667.30 | 7204.75 |
| 22 | 4862.35 | 3206.14 | 3991.31 | 5667.30 | 7402.70 |
| 23 | 5004.21 | 3298.52 | 4070.49 | 5828.96 | 7402.70 |
| 24 | 5004.21 | 3298.52 | 4070.49 | 5828.96 | 7402.70 |
| 25 | 5004.21 | 3390.90 | 4149.67 | 5828.96 | 7402.70 |
| 26 | 5004.21 | 3390.90 | 4149.67 | 5828.96 | 7402.70 |
| 27 | 5004.21 | 3483.28 | 4228.84 | 5828.96 | 7402.70 |
| 28 | 5004.21 | 3483.28 | 4228.84 | 5828.96 | 7402.70 |
| 29 | 5004.21 | 3575.65 | 4228.84 | 5828.96 | 7402.70 |

#### 4. SECTOR: Diensten van "aide sociale aux justiciables (SASJ)

##### 4.1. : Personeel met "bediendenstatuut"

##### 4.1.1. : Administratief personeel

| ANCIENNITE<br>IT (in jaren) | MAANDBEDRAG |                  |                                                 |           |
|-----------------------------|-------------|------------------|-------------------------------------------------|-----------|
|                             | Licenciaat  | Gegradueerd<br>e | Niet-<br>gegradueerde<br>directiesecret<br>aris | Opsteller |
| 0                           | 3216.60     | 2388.47          | 2126.67                                         | 1987.79   |
| 1                           | 3374.20     | 2562.33          | 2294.07                                         | 2155.18   |
| 2                           | 3374.20     | 2562.33          | 2294.07                                         | 2173.82   |
| 3                           | 3515.37     | 2639.59          | 2332.70                                         | 2192.46   |
| 4                           | 3515.37     | 2639.59          | 2332.70                                         | 2211.11   |
| 5                           | 3656.54     | 2716.85          | 2384.21                                         | 2229.75   |
| 6                           | 3656.54     | 2716.85          | 2384.21                                         | 2274.82   |
| 7                           | 3797.70     | 3096.24          | 2487.22                                         | 2319.88   |
| 8                           | 3797.70     | 3096.24          | 2487.22                                         | 2364.95   |
| 9                           | 3938.87     | 3175.02          | 2590.23                                         | 2410.01   |
| 10                          | 3991.39     | 3227.54          | 2641.74                                         | 2506.58   |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 11 | 4132.56 | 3306.33 | 2731.87 | 2551.65 |
| 12 | 4132.56 | 3306.33 | 2731.87 | 2596.71 |
| 13 | 4273.73 | 3385.12 | 2822.66 | 2641.78 |
| 14 | 4273.73 | 3385.12 | 2822.66 | 2686.84 |
| 15 | 4414.90 | 3463.90 | 2914.58 | 2731.90 |
| 16 | 4414.90 | 3735.29 | 2914.58 | 2776.97 |
| 17 | 4556.06 | 3814.08 | 3006.51 | 2822.67 |
| 18 | 4556.06 | 3814.08 | 3006.51 | 2868.62 |
| 19 | 4697.23 | 3892.86 | 3098.43 | 2914.57 |
| 20 | 4697.23 | 3892.86 | 3098.43 | 2960.53 |
| 21 | 4838.40 | 3971.65 | 3190.35 | 3006.48 |
| 22 | 4838.40 | 3971.65 | 3190.35 | 3052.43 |
| 23 | 4979.57 | 4050.44 | 3282.28 | 3098.39 |
| 24 | 4979.57 | 4050.44 | 3282.28 | 3144.33 |
| 25 | 4979.57 | 4129.23 | 3374.20 | 3190.29 |
| 26 | 4979.57 | 4129.23 | 3374.20 | 3236.24 |
| 27 | 4979.57 | 4208.01 | 3466.12 | 3282.19 |
| 28 | 4979.57 | 4208.01 | 3466.12 | 3328.14 |
| 29 | 4979.57 | 4208.01 | 3558.04 | 3374.09 |
| 30 | 4979.57 | 4208.01 | 3558.04 | 3374.09 |
| 31 | 4979.57 | 4208.01 | 3558.04 | 3374.09 |

#### 4.1.2. : Psychologisch, medisch en sociaal personeel

| ANCIENNITE<br>IT (in jaren) | MAANDBEDRAG |                  |                   |                    |
|-----------------------------|-------------|------------------|-------------------|--------------------|
|                             | Licenciaat  | Hoofdcoördinator | Sociaal Assistent | Opvoeder klasse II |
| 0                           | 3216.60     | 3079.67          | 2388.47           | 2203.93            |
| 1                           | 3374.20     | 3201.61          | 2562.33           | 2371.33            |
| 2                           | 3374.20     | 3201.61          | 2562.33           | 2371.33            |
| 3                           | 3515.37     | 3290.73          | 2639.59           | 2409.96            |
| 4                           | 3515.37     | 3290.73          | 2639.59           | 2409.96            |
| 5                           | 3656.54     | 3379.85          | 2716.85           | 2461.46            |
| 6                           | 3656.54     | 3379.85          | 2716.85           | 2461.46            |
| 7                           | 3797.70     | 3468.96          | 3096.24           | 2794.21            |
| 8                           | 3797.70     | 3468.96          | 3096.24           | 2794.21            |
| 9                           | 3938.87     | 3558.08          | 3175.02           | 2873.00            |
| 10                          | 3991.39     | 3610.60          | 3227.54           | 2925.52            |
| 11                          | 4132.56     | 3699.72          | 3306.33           | 3004.31            |
| 12                          | 4132.56     | 3699.72          | 3306.33           | 3004.31            |
| 13                          | 4273.73     | 3788.84          | 3385.12           | 3083.10            |
| 14                          | 4273.73     | 3788.84          | 3385.12           | 3083.10            |
| 15                          | 4414.90     | 3877.96          | 3463.90           | 3161.88            |
| 16                          | 4414.90     | 3877.96          | 3735.29           | 3161.88            |
| 17                          | 4556.06     | 3967.07          | 3814.08           | 3240.67            |
| 18                          | 4556.06     | 3967.07          | 3814.08           | 3240.67            |
| 19                          | 4697.23     | 4056.19          | 3892.86           | 3319.46            |
| 20                          | 4697.23     | 4056.19          | 3892.86           | 3319.46            |
| 21                          | 4838.40     | 4145.31          | 3971.65           | 3398.24            |

|    |         |         |         |         |
|----|---------|---------|---------|---------|
| 22 | 4838.40 | 4145.31 | 3971.65 | 3398.24 |
| 23 | 4979.57 | 4234.42 | 4050.44 | 3477.03 |
| 24 | 4979.57 | 4234.42 | 4050.44 | 3477.03 |
| 25 | 4979.57 | 4323.54 | 4129.23 | 3555.82 |
| 26 | 4979.57 | 4323.54 | 4129.23 | 3555.82 |
| 27 | 4979.57 | 4412.66 | 4208.01 | 3634.60 |
| 28 | 4979.57 | 4412.66 | 4208.01 | 3634.60 |
| 29 | 4979.57 | 4412.66 | 4208.01 | 3634.60 |
| 30 | 4979.57 | 4412.66 | 4208.01 | 3634.60 |
| 31 | 4979.57 | 4412.66 | 4208.01 | 3634.60 |

#### 4.2. : Werkliedenpersoneel

| ANCIENNITEIT<br>(in jaren) | UURBEDRAG                |                        |                         |
|----------------------------|--------------------------|------------------------|-------------------------|
|                            | Ongeschoolde<br>arbeider | Geschoolde<br>arbeider | Polyvalente<br>arbeider |
| 0                          | 10.8039                  | 11.6031                | 12.1932                 |
| 1                          | 11.7088                  | 12.5387                | 13.1289                 |
| 2                          | 11.7703                  | 12.6555                | 13.2519                 |
| 3                          | 11.8318                  | 12.7723                | 13.3749                 |
| 4                          | 11.8933                  | 12.8891                | 13.4979                 |
| 5                          | 11.9548                  | 13.0059                | 13.6209                 |
| 6                          | 12.0163                  | 13.1227                | 13.7439                 |
| 7                          | 12.0778                  | 13.2394                | 13.8668                 |
| 8                          | 12.1393                  | 13.3562                | 13.9898                 |
| 9                          | 12.2008                  | 13.4730                | 14.1128                 |
| 10                         | 12.5795                  | 13.9518                | 14.5906                 |
| 11                         | 12.6410                  | 14.0932                | 14.7381                 |
| 12                         | 12.7025                  | 14.2346                | 14.8856                 |
| 13                         | 12.7640                  | 14.3760                | 15.0331                 |
| 14                         | 12.8255                  | 14.5174                | 15.1807                 |
| 15                         | 12.8870                  | 14.6588                | 15.3282                 |
| 16                         | 12.9485                  | 14.8002                | 15.4757                 |
| 17                         | 13.0101                  | 14.9417                | 15.6232                 |
| 18                         | 13.0716                  | 15.0831                | 15.7708                 |
| 19                         | 13.1331                  | 15.2245                | 15.9183                 |
| 20                         | 13.1946                  | 15.3659                | 16.0658                 |
| 21                         | 13.2561                  | 15.5073                | 16.2352                 |
| 22                         | 13.3176                  | 15.6487                | 16.3608                 |
| 23                         | 13.3791                  | 15.7901                | 16.5084                 |
| 24                         | 13.4406                  | 15.9315                | 16.6559                 |
| 25                         | 13.5021                  | 16.0730                | 16.8034                 |
| 26                         | 13.5636                  | 16.2144                | 16.9513                 |
| 27                         | 13.6251                  | 16.3558                | 17.1017                 |
| 28                         | 13.6251                  | 16.4972                | 17.2522                 |
| 29                         | 13.6251                  | 16.6386                | 17.4026                 |
| 30                         | 13.6251                  | 16.6386                | 17.4026                 |
| 31                         | 13.6251                  | 16.6386                | 17.4026                 |

#### 4.3. : Gewaarborgd minimumloon

| SOORT BEDRAG  |         |
|---------------|---------|
| Maandbedrag   | 1985.16 |
| Uurloonbedrag | 12.05   |

### 5. SECTOR: Maatschappelijke hulp aan gedetineerden

#### 5.1. : Maandelijks geïndexeerde barema's

| Ancienniteit | Code       |                        |                          |
|--------------|------------|------------------------|--------------------------|
|              | Licenciaat | Maatschappelijk werker | Administratief werknemer |
| 0            | 3079.36    | 2388.24                | 1987.59                  |
| 1            | 3201.29    | 2562.08                | 2154.96                  |
| 2            | 3201.29    | 2562.08                | 2173.61                  |
| 3            | 3290.40    | 2639.33                | 2192.25                  |
| 4            | 3290.40    | 2639.33                | 2210.88                  |
| 5            | 3379.51    | 2716.58                | 2229.53                  |
| 6            | 3379.51    | 2716.58                | 2274.59                  |
| 7            | 3468.62    | 3095.93                | 2319.65                  |
| 8            | 3468.62    | 3095.93                | 2364.71                  |
| 9            | 3557.72    | 3174.71                | 2409.76                  |
| 10           | 3610.24    | 3227.22                | 2506.33                  |
| 11           | 3699.35    | 3306.00                | 2551.39                  |
| 12           | 3699.35    | 3306.00                | 2596.45                  |
| 13           | 3788.46    | 3384.78                | 2641.51                  |
| 14           | 3788.46    | 3384.78                | 2686.57                  |
| 15           | 3877.57    | 3463.56                | 2731.63                  |
| 16           | 3877.57    | 3734.92                | 2776.69                  |
| 17           | 3966.67    | 3813.69                | 2822.39                  |
| 18           | 3966.67    | 3813.69                | 2868.34                  |
| 19           | 4055.78    | 3892.47                | 2914.28                  |
| 20           | 4055.78    | 3892.47                | 2960.23                  |
| 21           | 4144.89    | 3971.26                | 3006.18                  |
| 22           | 4144.89    | 3971.26                | 3052.12                  |
| 23           | 4234.00    | 4050.03                | 3098.07                  |
| 24           | 4234.00    | 4050.03                | 3144.02                  |
| 25           | 4323.11    | 4128.81                | 3189.97                  |
| 26           | 4323.11    | 4128.81                | 3235.91                  |
| 27           | 4412.22    | 4207.59                | 3281.86                  |
| 28           | 4412.22    | 4207.59                | 3327.81                  |
| 29           | 4412.22    | 4207.59                | 3373.76                  |